



31 October 1963

**MEMORANDUM FOR EXECUTIVE DIRECTOR**

1. I have just read your Action Memorandum setting up the CIA Training Selection Board and I am in full accord with it.

2. I wish you would impress upon all the members of the Board, either through brute strength, persuasion, cajolery, or a written directive, that candidates recommended for selection must be fully representative of the type of people we pride ourselves on having in the Agency. They should have a good knowledge of the entire operations of the Agency and be fully capable of standing up on their two feet and representing the Agency in any discussion. There are many other attributes that they should have that I will leave up to the Board to screen, but the point I am trying to make is that the Board should have a two-way orientation -- that they are selecting a representative of the Agency to go out amongst other agencies and should therefore be outstanding men, and the other orientation is the value of the training to be acquired by the individual and how he will use that training when he returns to the Agency. Under no circumstances should selection be a reward for long and faithful service or a means of farming a fellow out for a year just to get rid of him.

3. You may have already done this and if so please just follow through as the candidates are nominated.

M. S. C.

MSC:bec

Orig - Adse (by hand)

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